

UVAHS Nurses' Perceptions of Shared Governance:

Survey Results Pre- & Post-
Redesign Implementation

October 2012, July 2013, and March 2014

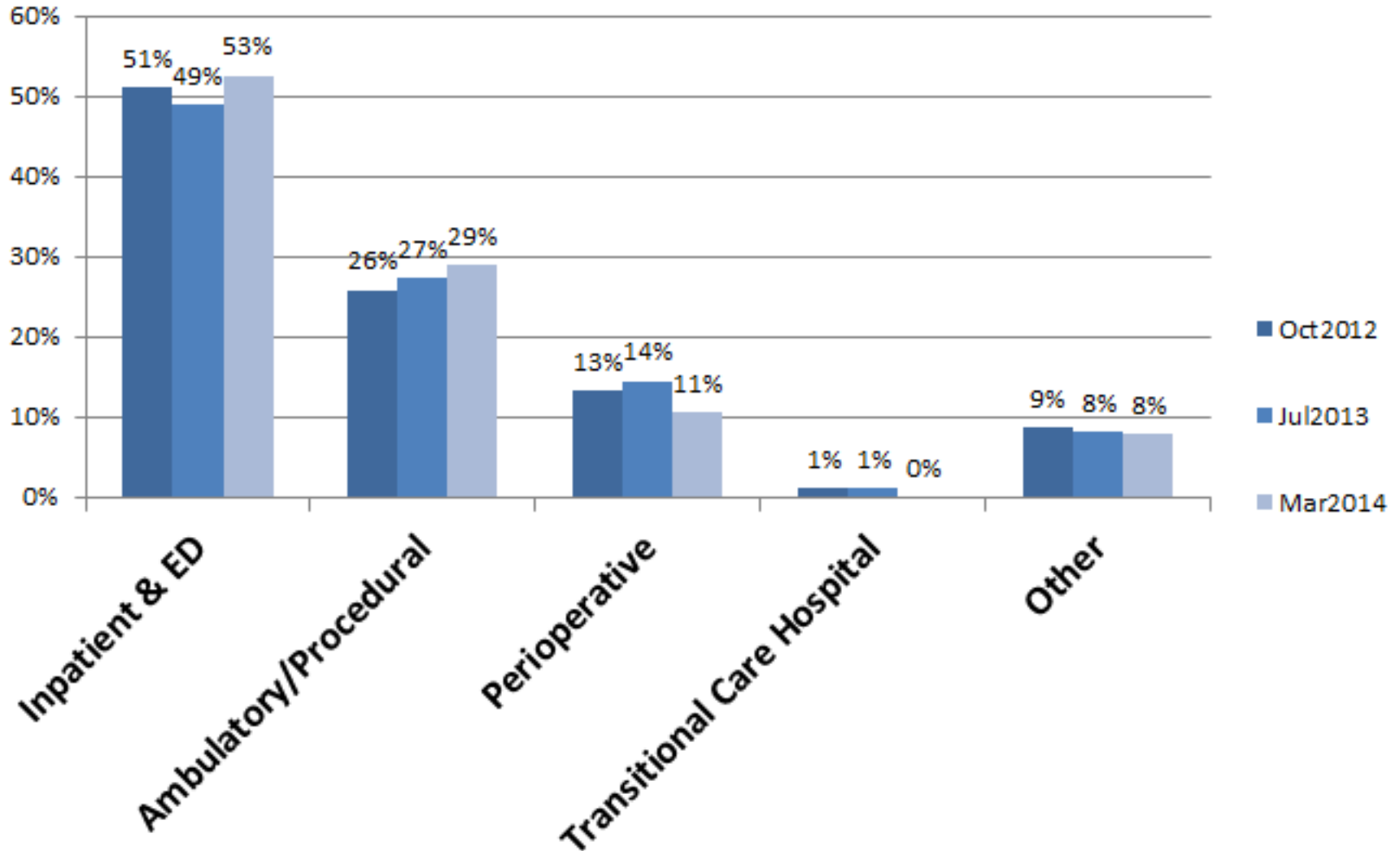
Methodology

- 2011-2012, workgroup of past PNSO Presidents, leaders & direct care nurses redesigned aspects of Shared Governance.
 - Phase 1: Inpatient & 24/7 Areas implementation (scheduled January 2013)
 - Phase 2: Ambulatory & Procedural implementation (scheduled June 2013)
 - Structure/process : limited non-care hours & widely dispersed geographic locations of RNs
- PNSO President invited UVAHS RNs' feedback at 3 points:
 - **Oct 2012**, Pre Implementation of Redesign
 - **July 2013**, six months Post Implementation Inpatient & peri-Implementation for Ambulatory/Procedural
 - **March 2014**, ~a year Post Implementation Inpatient & ~ six months Post Implementation Ambulatory/Procedural

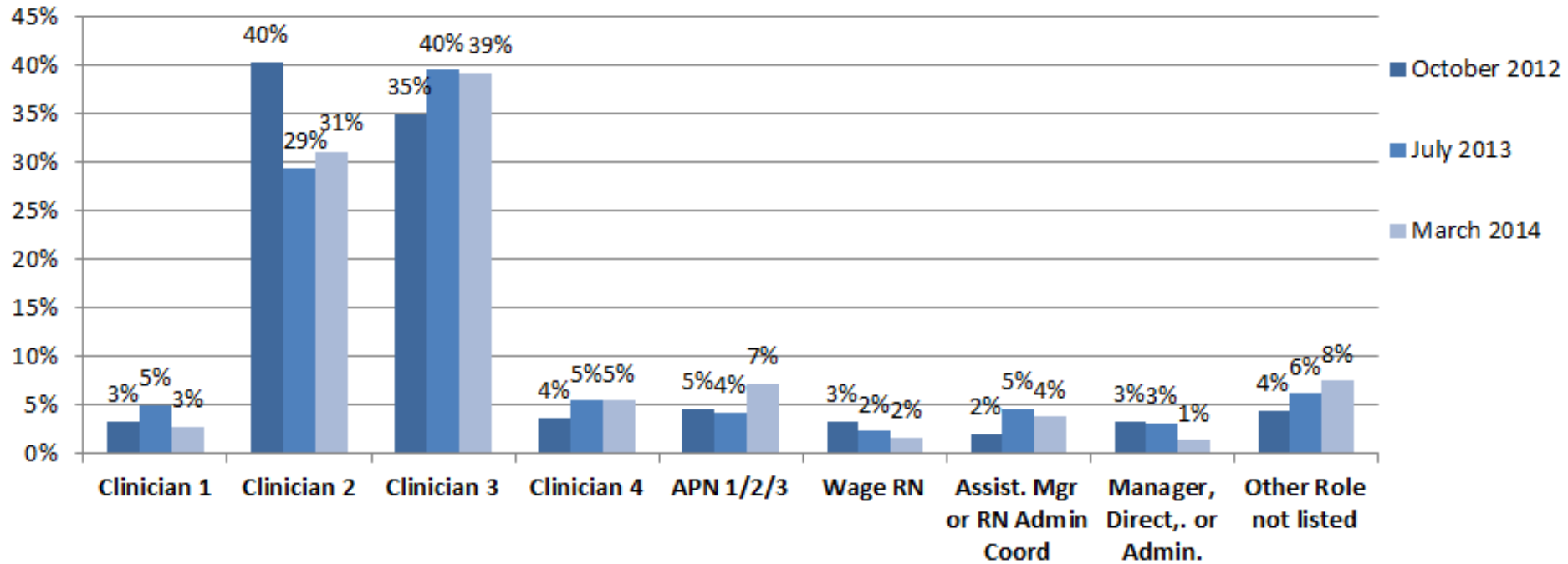
Methodology, cont'd

- Each time, same 12 Survey Monkey questions:
 - 4 feedback on Local Unit-based PNSO committees,
 - 5 feedback on Central PNSO committees,
 - 3 general demographics (workplace, role, day/night shift)
- Same answer choices for all 9 substantive questions:
(Basically, the greener, the better!)
 - **Strongly Agree**
 - **Agree**
 - **Disagree**
 - **Strongly Disagree**

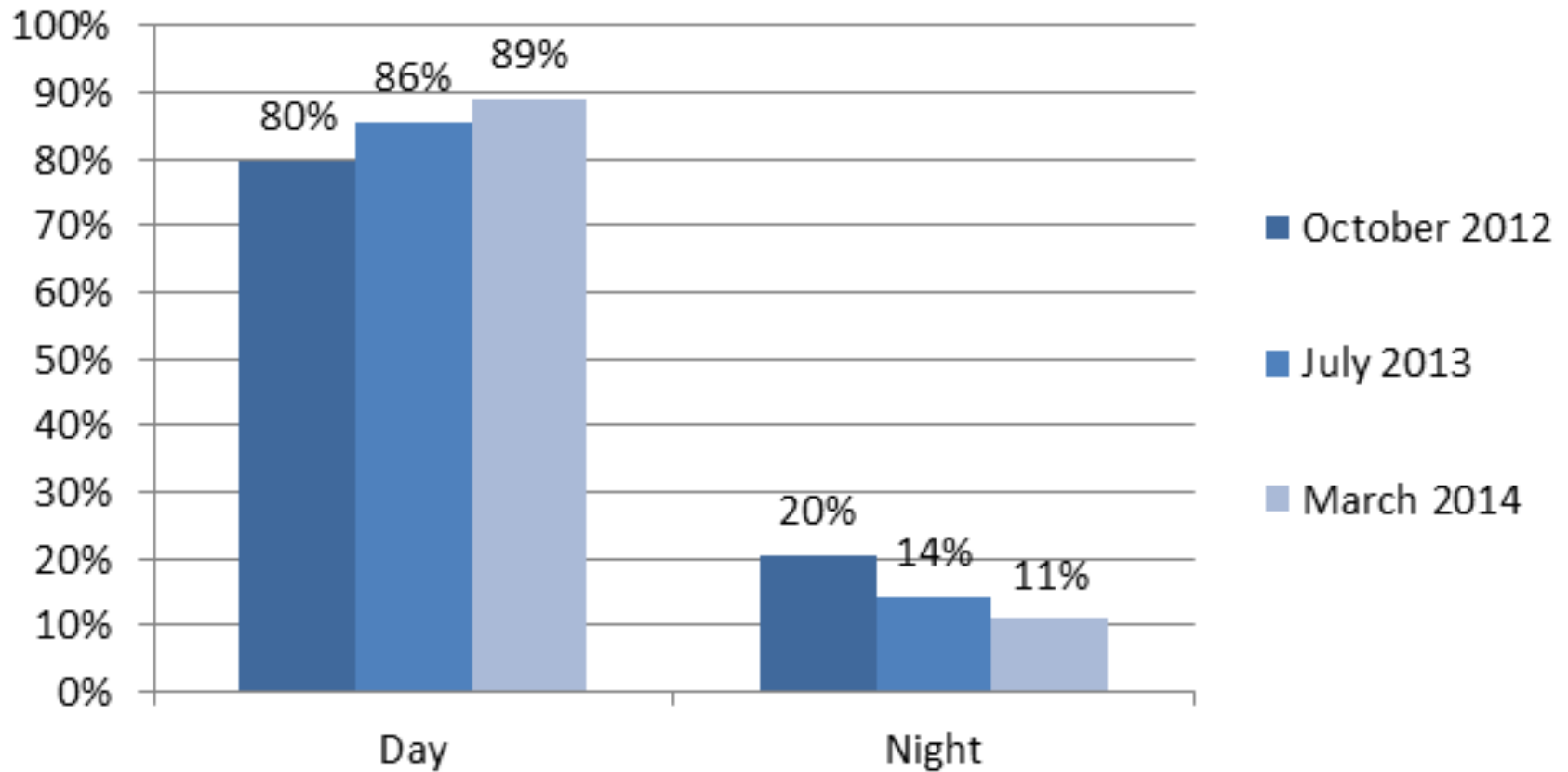
Respondent's Practice Area



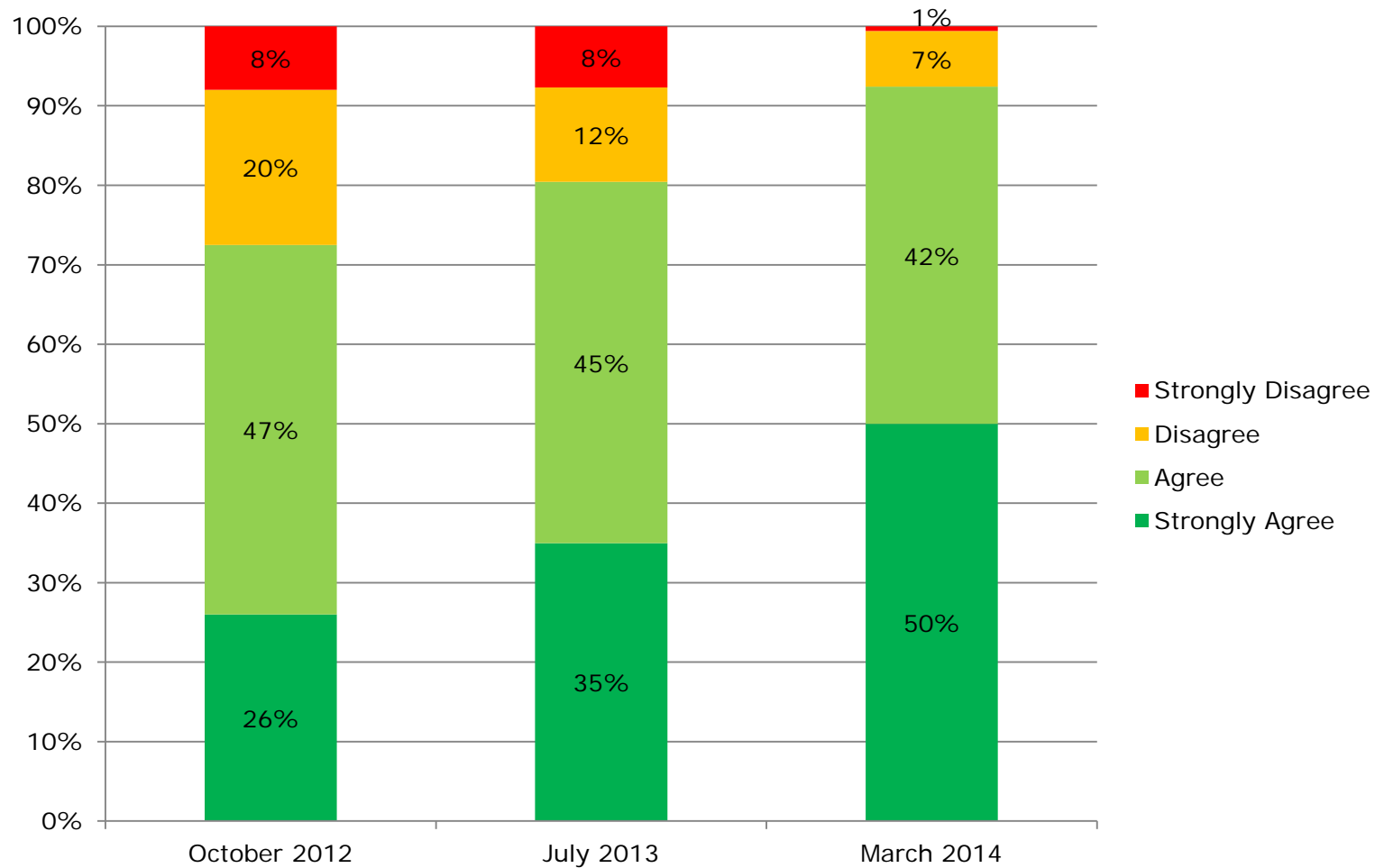
Respondents' Job Title



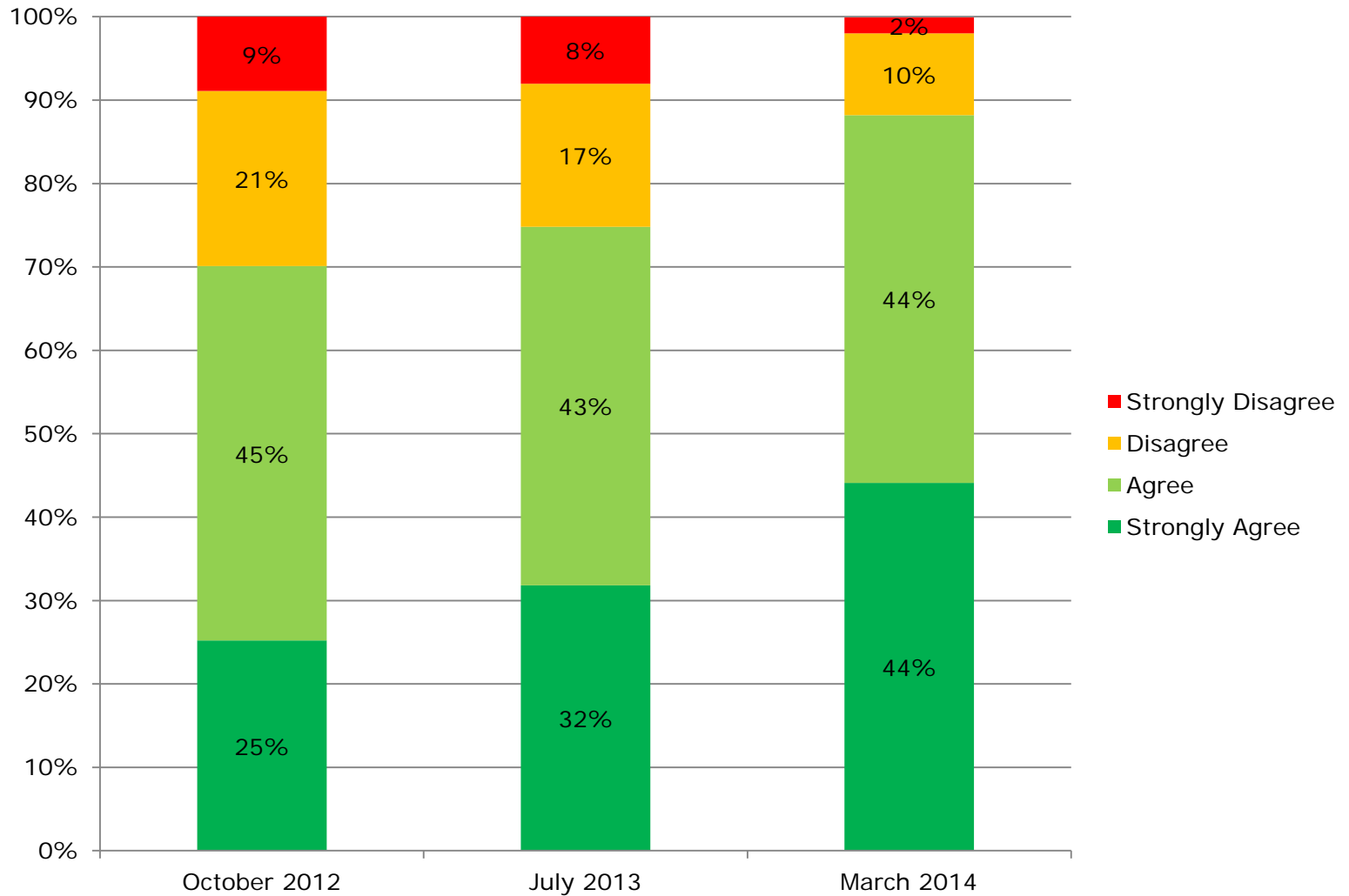
Respondents' Shift



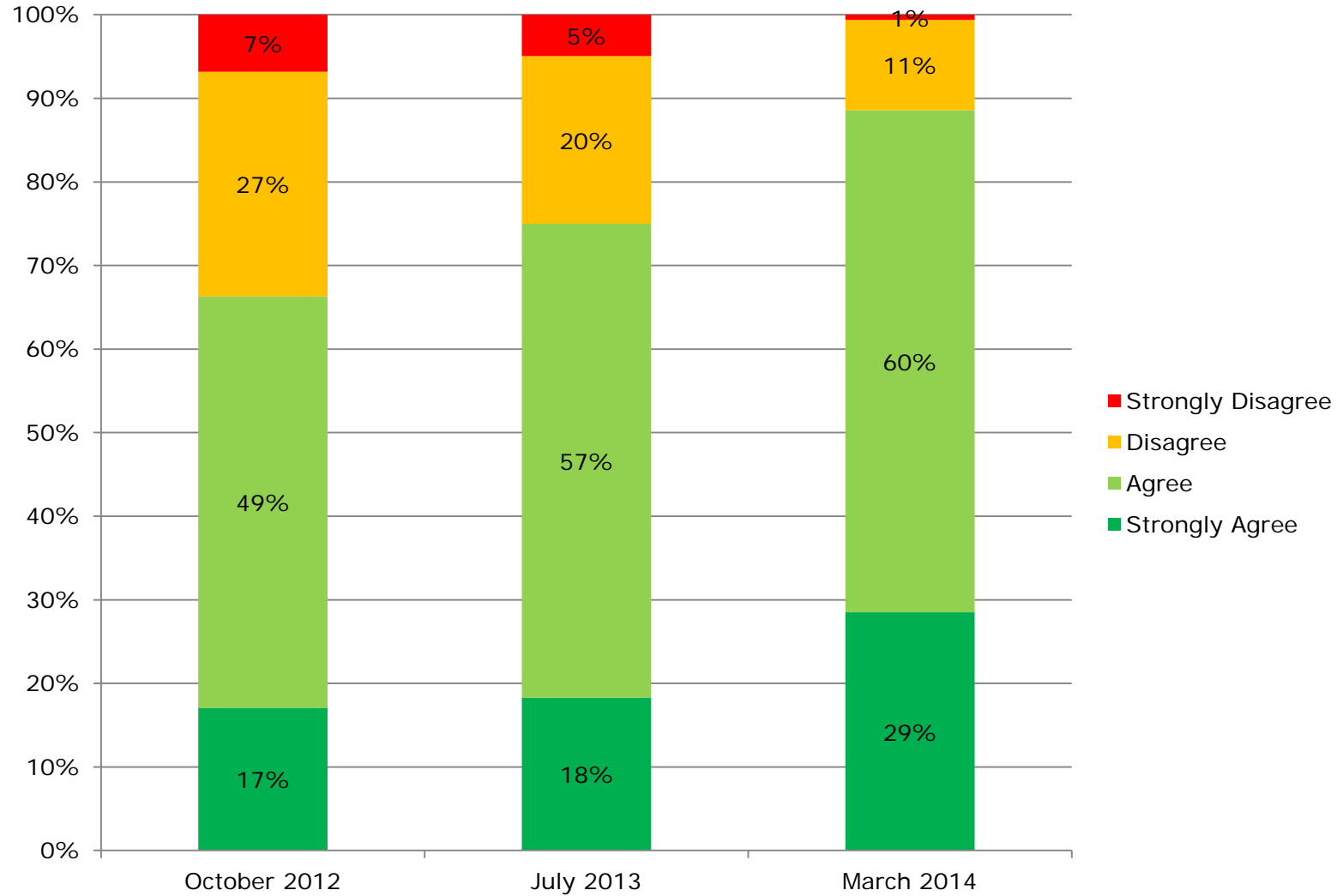
My unit has active unit-based Nursing committees.



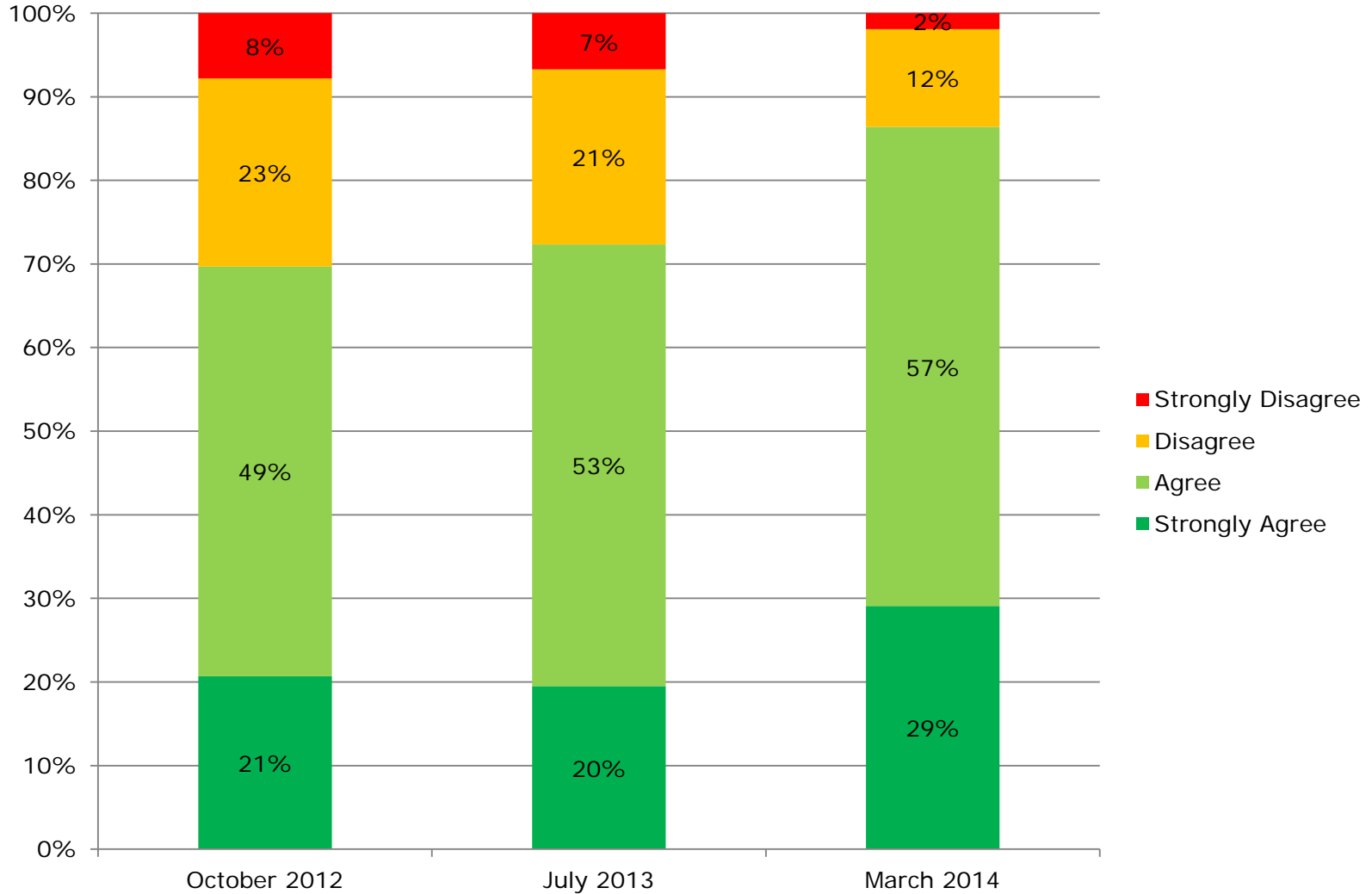
My MANAGER facilitates my participation in unit-based Nursing committees.



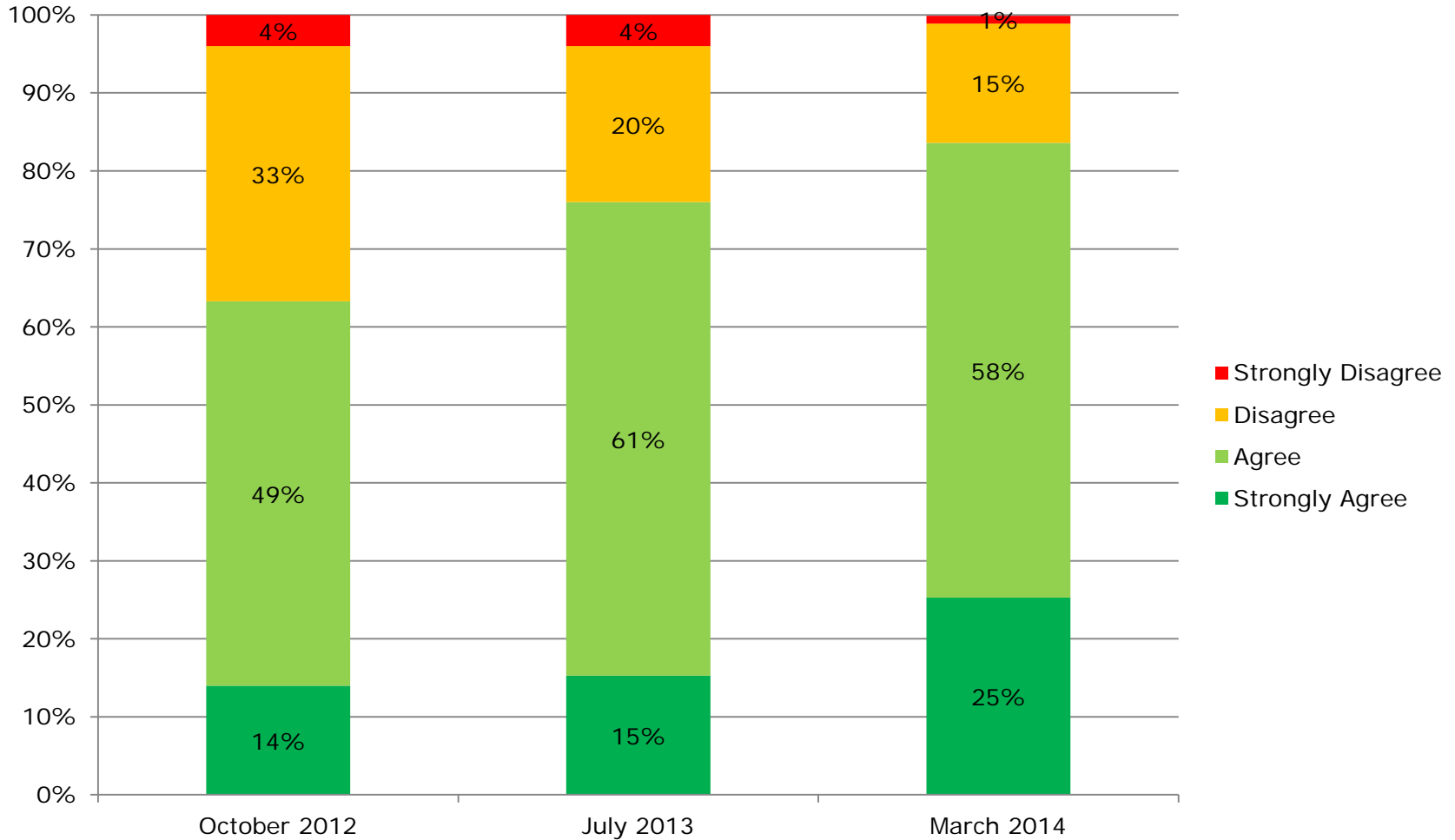
My COLLEAGUES facilitate my participation in unit-based Nursing committees.



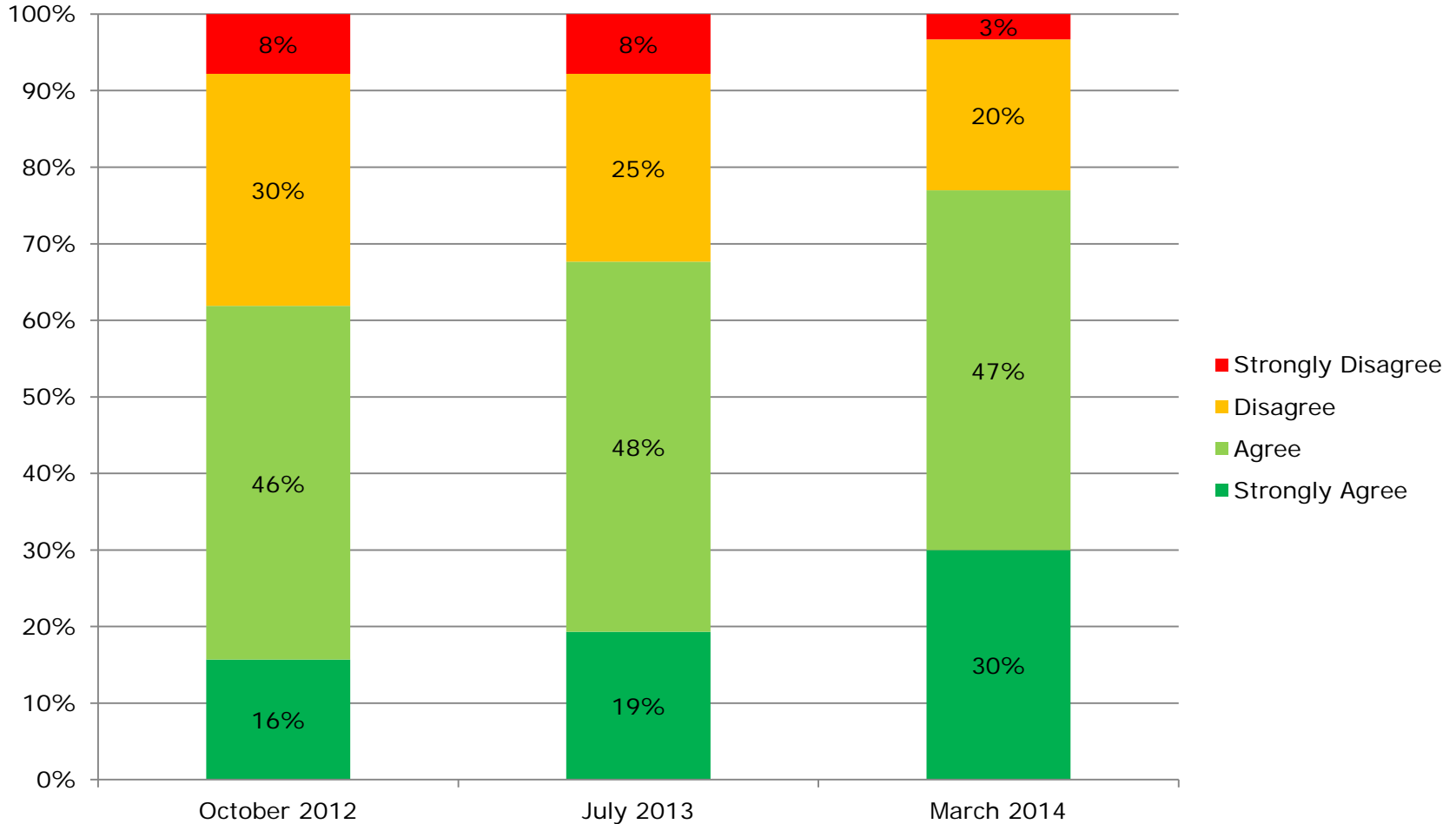
My participation in unit-based Nursing committees makes a difference at the unit level.



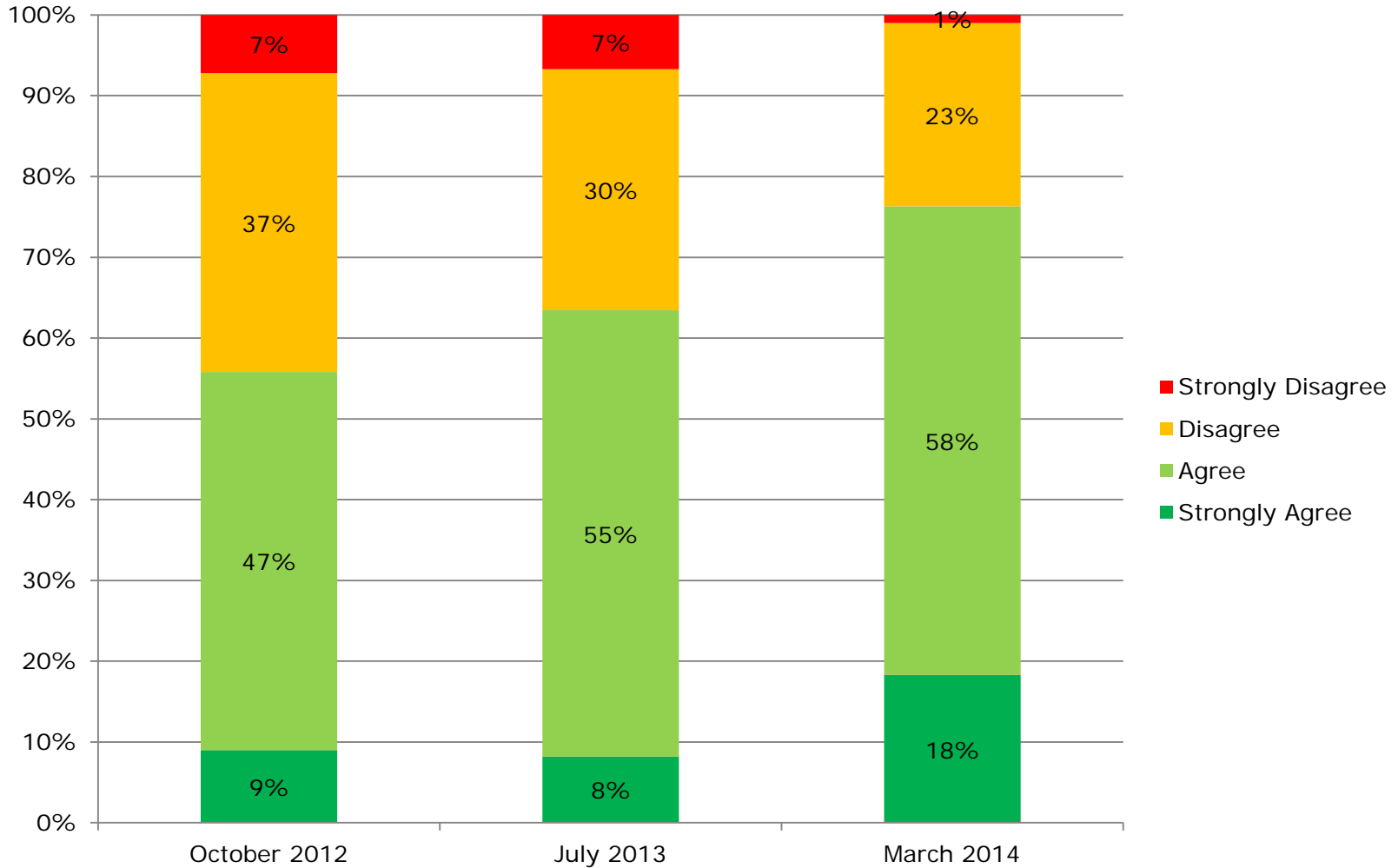
I am aware of how to share ideas and issues with the PNSO.



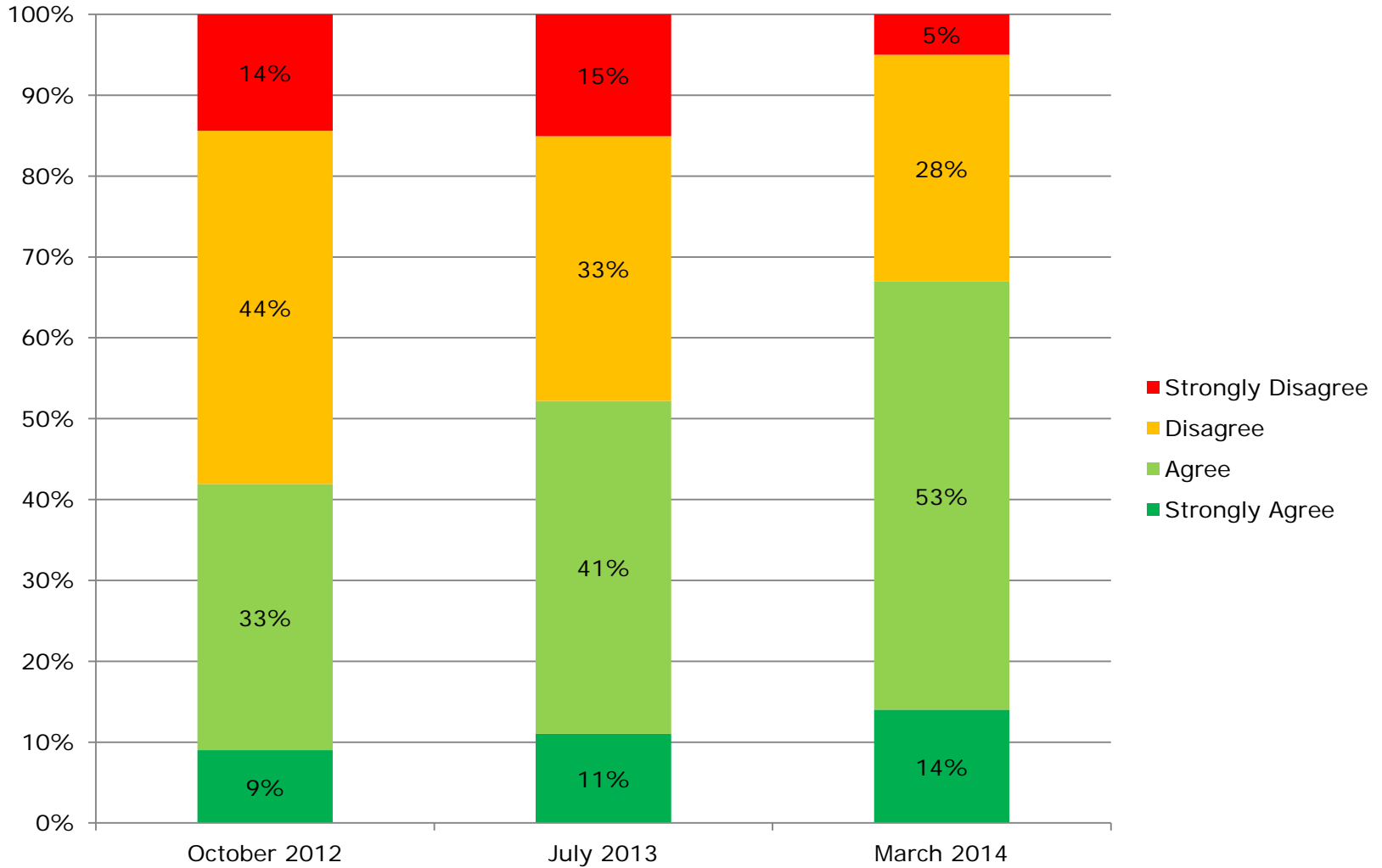
My MANAGER facilitates my participation in PNSO committees.



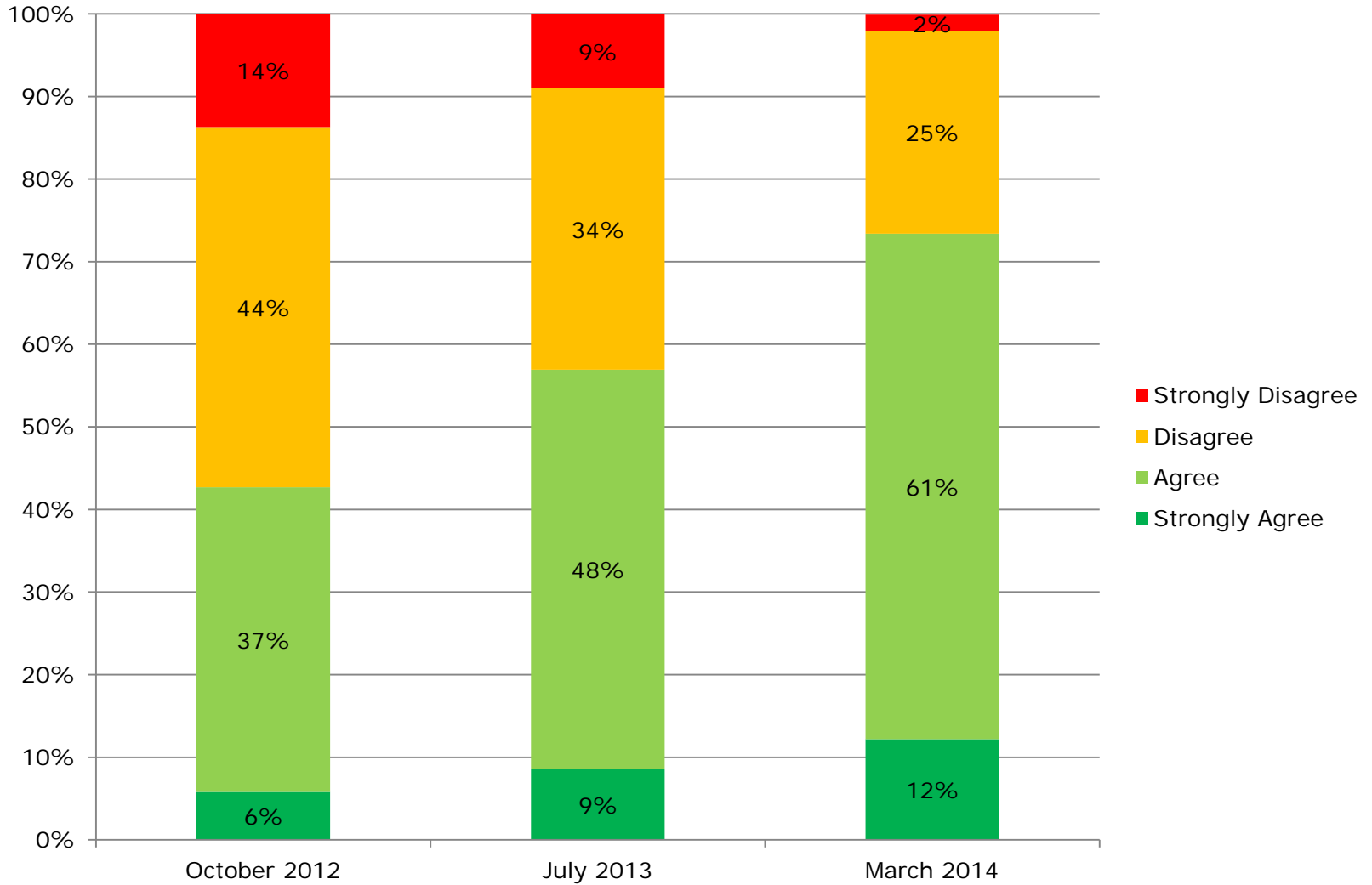
My COLLEAGUES facilitate my participation in PNSO committees.



I feel connected to the work of the PNSO.



Information flows well between my unit-based Nursing committees and PNSO committees.



Trends & Themes

- Participation Demographics are fairly consistent each time!
 - Exception: Night Shift participation dropping – how to address?
- Positive Upward Trend on all 9 substantive questions!
 - Now results range from 67%-92% Positive! (previously 42%-73%)
 - Now only 1%-5% “Strongly Disagree” on any question! (previously ranged from 4%-15%!)

Trends & Themes, cont'd

- Our greatest Strength continues to be
“My unit has active unit-based Nursing committees”
(up from 73%, now 92% positive)
- Our greatest Challenge – though much improved –
continues to be “I feel connected to the work of the PNSO.”
(up from 42%, now 67% positive)
 - DISCUSS: How to build this feeling of connection?

Trends & Themes, cont'd

- Our Most Improved items are:
 - By 31%: Information flows well between my unit-based Nursing committees and PNSO committees.
 - By 30%: My Manager facilitates my participation in unit-based Nursing committees.
 - DISCUSS: How to share recognition, and build on these further?

- Our Least Improved items (though still improved!) are:
 - By 15%: My Manager facilitates my participation in PNSO committees.
 - By 17%: My participation in unit-based Nursing committees makes a difference at the unit level.
 - DISCUSS: Tactics to improve these further?